Your Career Pathways

At Mackay Sugar, we recognise that each employee plays an important part in the success of our business. Employees may have opportunities to grow their skills and knowledge with access to various training initiatives to aim for their chosen career goal.

- If you are an existing non-trades employee you can apply for an adult apprenticeship during our annual intake
- Higher pay levels for certain positions (e.g. GMWs, Operators) require employees to perform work above and beyond the skills at the previous level, and to have obtained the proficiency, certification or qualification necessary to perform work at the higher level.
- These proficiencies and qualifications are achievable via formal, accredited upskilling programs and recognition of prior learning through the Reclassification Process
- All employees, from entry level employees through to Senior Managers, are supported with on-the-job training and development
- Employees appointed to a leadership position, or to be leader of people at any level in the Company, have access to Leadership coaching and professional development programs
- Employees who wish to undertake further education using their own efforts (e.g. – Diplomas, Advanced Diploma, Bachelor Degree or higher studies) with support from the Company will be considered in accordance with the Employee Education Assistance procedure

This is a possible career path framework, dependant on skills and contingent on opportunities (refer to the Employee Education Assistance procedure and any other relevant procedures).

For more information on how to grow a career with us, check your relevant training agreement, speak with your Supervisor or contact our HR team.